FOOD, CIVIL SUPPLIES AND LABOUR SECRETARIAT

ORDER

Bangalore, dated 18th December 1972.

S. O. 547.– WHEREAS the Government of Mysore are of opinion that an Industrial Dispute exists between the workmen and the management of Belgaum District Central Co-operative Bank Limited, No. 150, Bhandurgalli, Belgaum, on the points noted below;

NOW, THEREFORE, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act No 14 of 1947), the Government of Mysore hereby refer the said dispute for adjudication to the Industrial Tribunal at Bangalore.

Points of Dispute:

"(1) Are the workmen of Belgaum District Central Co-operative Bank Limited, Belgaum justified in demanding the following effective from 1st July 1970?

(a) Revision of Pay Scales:

Sl. No.	Designation	Pay scale
1.	Chief Accountant/Office Superintendent	Rs. 400-25-600-35-880
2.	Accountants/ Touring Accountants Internal Auditors/Assistant Senior Inspectors/Agricultural Officer.	R. 250-20-330-25-430-30-550-35-620
3.	Branch Secretaries/Bank Inspectors/ Head Cashiers at H. O.	Rs. 218-12-242-15-302 18-374-20-454-25 504
4.	Assistants/or Junior Officers/Stenos/ Assistant Cashiers.	Rs. 150-10-220-15-295 20-355--25-455
5.	Clerks/Cashiers/Typists.	Rs. 142-8-166-12-202-15-292-20-412.
6.	Drivers/Head Peons	Rs. 100-4-112-3-127-6-157-8-221
7.	Subordinate staff/Watchman/Armed Guards/Attendants.	Rs. 90-3-105-4-137-5_ 195.

(a) **Method of Adjustment**:—

(i) The existing pay of the employees shall be adjusted in the new scale of pay on the basis of point to point adjustment for the entire service of the each employee.

(ii) Special golden jubliee increments (2) shall not be merged in the basic pay, and they shall be irrespective of time scale of pay.

(b) **Dearness Allowance**:—

Dearness Allowance should be linked up with the All India Working Class Consumers Price Index base year 1949=100.

(i) Dearness Allowance should be calculated at the rate of 4% basic pay, special allowance if any, for every rise of 4 points above 100 in the quarterly average of the All India Working Class Consumers Price Index (General) base year 1949=100 for sub-ordinate staff such as Driver, Peons, Watchmen and Armed Guards etc.

(ii) Dearness allowance should be calculated at the rate of 3% of basic pay and special allowance, if any, for every rise of 4 points above 100 in the quarterly average of All India Working Class Consumers Price Index (General) base year 1949=100 for employees other than the subordinate staff a minimum of Rs. 195 and maximum of Rs. 375 per month.

(c) Special Allowance :

Sl. No.	Designation	Demanded special allowance
1.	Chief Accountant/Office Superintendent ...	Rs. 80 p. m.
2.	Accountants/Touring Accountants/Assistant Senior Inspectors ...	Rs. 60 p. m.
3.	Branch Secretaries and Bank Inspectors ...	Rs. 50 p. m.
4.	Assistants/Junior Officers ...	Rs. 50 p. m.
5.	Employees holding keys to the Strong Room along with others wherein cash of the Bank is kept	
	A. Head Office . .	Rs. 50 p. m.
	B. Shroff's and Assistant Cashiers/Cashiers in charge of Cash at Branches/Pay Offices	Rs. 35 p. m.
6.	Clearing Clerks ...	Rs. 40 p. m.
7.	Stenographers-all employees taking shorthand dictation ...	Rs. 35 p. m.
8.	Typists ...	Rs. 30 p. m.
9.	Audit Clerks/Clerks to Touring Accountants ...	Rs. 35 p. m.
10.	Watchmen A. Armed Guards ...	Rs. 25 p. m.
	B. Others ...	Rs. 15 p. m.
11.	Subordinate Staff	
	(a) Attached to touring Accountants/ Assistant Senior Inspectors ...	Rs. 25 p. m.
	(b) Others : Attached to Bank Inspectors and those entrusted with outdoor duty ...	Rs. 15 p. m.
12.	Subordinate staff working in Cash Department	Rs. 20 p. m.
13.	Subordinate staff operating Cyclostyled Machine ...	Rs. 10 p.m.
14.	Filing Clerks ...	Rs. 20 p.m.
15.	Drivers ...	Rs. 65 p.m.

(d) *For educational Qualifications* :—

(i) Graduates ... 2 increments
(ii) H. D. C. and/or part I and II of C.A. I. I. B. Examination ... 2 increments

} in the scale

(e) Medical allowance of Rs. 300/-per year per employee shall be paid.

(f) Officiating or acting Allowance:

(a) If a workmen other than subordinate staff officiates in a post in a higher cadre, he shall be paid an officiating allowance *pro rata* for the period for which he officiates, on the following basis:

(i) Where the basic pay of the permanent incumbent exceeds the basic pay of the person officiating, or the officiating allowance shall be 15 per cent of the basic pay of the person officiating, or the difference between the two basic pays whichever is less, provided that in no case will the officiating allowance be less than 10 per cent of the basic pay of the person officiating.

(ii) Where the basic pay of the permanent incumbent is equal to or less than that of the person officiating, the allowance shall be 10 per cent of the basic pay of the person officiating.

(b) If a member of the subordinate staff officiates in the clerical cadre, he shall be paid officiating allowance at the rates mentioned in sub-clause (a) above or the difference between his basic pay and starting basic pay of the clerical scale, whichever is higher. Such officiating allowance will be payable *pro-rata* for each day of work in the clerical cadre, without any limitation as to the number of days for which he officiates.

(c) In the case an employee acts in the place of another employee getting special allowance, the special allowance shall be paid *pro-rata* for the actual period of days work was performed.

(g) Hours of Work:—

The actual hours of work of full time workmen exclusive of recess period shall be as specified below:

	Week days (excluding Sundays)	*Saturdays*
(a) Workmen other than the subordinate staff	per day 6½ hours	4 hours
(b) Members of the subordinate staff-all categories excluding Watch and Ward staff.	per day 7 hours	4½ hours
(c) Watch and Ward staff (in a period of 24 hours)	per day 8 hours	8 hours
(d) Drivers	per day 7½ hours	5 hours

2 If not to what other relief the workmen are entitled?"

[No. FCL 995 LLD 72.]

By Order and in the name of the Governor of Mysore,

N. BELURAIAH,

1401 *Under Secretary to Government,*
Food, Civil Supplies and Labour Departement.